U.S. Department of Labor

Assistant Secretary for Employment and Training Washington, D.C. 20210

DEC 132812



The Honorable Chris Christie Governor of New Jersey The State House P.O. Box 001 Trenton, New Jersey 08625

Dear Governor Christie:

This letter provides approval of those portions of the New Jersey Unified State Plan that relate to Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including W-P Agricultural Outreach Plan, plans for coordination with Trade Adjustment Assistance (TAA), and Title V of the Older Americans Act. The Employment and Training Administration (ETA) received the State's proposed Unified State Plan on September 19, 2012. This letter also addresses New Jersey's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1 issued on August 8, 2012, provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance, and especially the State's efforts in developing a Unified Plan.

Plan Review and Approval

The Department of Labor, Employment and Training Administration (ETA) has reviewed the New Jersey Unified State Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the Unified Plan Requirements (http://www.doleta.gov/usworkforce/wia-planning/docs/unified-planning-guidance.pdf), Title V of the Older Americans Act and corresponding regulations, TEGL No. 21-11, and corresponding Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822), and WIA section 501 (20 USC 9271) which pertains to State Unified Plans, that ETA is approving those portions of the New Jersey Unified State Plan that relate to Title I of WIA, the Wagner-Peyser Act, and TAA for Program Years 2012-2016, July 1, 2012 through June 30, 2017. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013. The Senior Community Service Employment Program (SCSEP) State Plan has been reviewed by both ETA and the Administration on Aging, and is approved for Program Years 2012-2015, July 1, 2012 through June 30, 2016.

The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Unified Plan Partner Programs

New Jersey's Unified Plan includes the Vocational Rehabilitation Program (VR), Adult Education and Family Literacy Programs (AEFL), Temporary Assistance for Needy Families (TANF), the Food Stamp and Employment Training Program (FSET), and Veterans' Programs. In accordance with WIA section 501 (20 USC 9271), the Departments of Education (for both VR and AEFL), Health and Human Services, Agriculture, and the Department of Labor Veterans' Employment and Training Service (VETS) have the authority to approve those portions of the Unified Plan relating to their respective programs. ETA provided these offices with a copy of your Unified State Plan and a copy of this letter.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. As required by TEGL Nos. 21-11 and 38-11 dated June 18, 2012, negotiat ons must be completed by December 31, 2012 for PY 2012. Once the final goals are established, the Regional Administrator's letter advising the State of the PY 2012 WIA and W-P final performance goals constitutes a modification to the Unified State Plan. ETA will incorporate New Jersey's final performance goals for PY 2012 into the Regional and National Office copies of the Unified State Plan. Please include these final PY 2012 goals in the State's official copy of the Unified State Plan.

Waivers

As part of New Jersey's Unified State Plan, the State submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The State's requests for waivers are written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C).

The State requested a waiver of the required 56 percent employer contribution for customized training to permit the use of a sliding scale for the employer contribution based on the size of the business. The State is granted an approval of this waiver through June 30, 2017. Under the waiver, the following sliding scale is permitted: 1) no less than 10 percent match for employers with 50 or fewer employees, and 2) no less than 25 percent match for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent contribution) continue to apply. When determining the funding source for customized training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State and local area may provide customized training to individuals 18 years of age of older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide customized training to dislocated workers with WIA Dislocated Worker funds. Customized training provided with statewide

funds must serve WIA eligible individuals.

Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.

The State requested a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The State is granted an approval of this waiver through June 30, 2017. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs.

Waiver of WIA. Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.

The State requested a waiver to permit local areas to conduct allowable statewide activities as defined under WIA Section 154(a)(5) with local WiA formula funding, specifically incumbent worker training. The State is granted an approval of this waiter through June 30, 2017. Under this waiver, the State is permitted to allow local areas to use up to 10 percent of local Dislocated Worker funds and up to 10 percent of local Adult funds for incumbent worker training only as part of a layoff aversion strategy. Use of Adult funds must be restricted to serving lower income adults under this waiver. ETA believes limiting incumbent worker training to the specified level and requiring it to be a part of layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA Section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGL No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The State requested a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The State is granted an approval of this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older youth and out-of-school youth program participants. The State must continue to make the 10 youth program elements available as described at WIA Section 129(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job training.

The State requested a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the state of the business. The State is granted an approval of this waiver through June 30, 2017. Under the waiver, the following reimbursement amounts will be permitted: (a) up to 30 percent in comployers with 50 cm fewer improyees, and 2) up to 75 percent for employers with 31-220 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State and local area may provide on-the-job training to individuals 18 years of age or older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the State and local area may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

Waiver to permit the State to replace me performance measures at WIA Section 136(b) with the common measures.

The State requested a waiver that allows the State to reptace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted an approval of this waiver through June 30, 2017. This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The state will use the three youth common performance measures to negot are goals and report outcomes for me WIA Youth program. WIASRD item 519, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

The State requested a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State is granted an approval of this waiver through June 30, 2017. Under the waiver, the State is allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

The State requested a waiver of the requirement but compositive of neutrement of service providers for three youth program elements. The State is granted an approval of this waiver through June 30, 2017. Under this waiver, the State is permitted to allow its One-Stop Career Centers or partner agencies to directly provide the youth program elements of supportive services, follow-up services, and two k experience. In utilizing this waiver for these elements, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.46 and 97 36) and fill state and local procurement laws and policies.

Waiver of the WIA regulations at 20 CFR 666.100 to exercipe the state from including credential attainment outcomes for participants entolled in one ne-joy training in the credential performance measure calculations.

The State requested a waiver to exempt it from including credential attainment outcomes in the credential performance measure calculations for participants enrolled in on-the-job training. The State is granted an approval of this waiver through June 30, 2017. The State must continue to report outcomes in the Workforce Investment Act Standardized knoord Database (WIASRD) for participants enrolled in on-the-job-training

Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) to exempt a state from the requirement to provide local workforce investment area incentive grants.

The State is requesting a waiver of the requirement to provide local workforce investment areas incentive grants to reward regional cooperation, local coordination of activities, and exemplary performance. The State is granted this waiver effective rany 1, 2011 through June 30, 2013.

Waiver of the provision at 20 CFR Sections 663 500 and 663.510(d) requiring local board recruitment and application of new training providers to the statewide Employment and Training Provider List.

New Jersey requested a waiver of 20 CFR Sections 663.500 and 563.510(d) requiring local board recruitment and application of new training providers to the statewide Employment and Training Provider List (ETPL). The State wishes to fully utilize a statewide online ETPL registration and eligibility determination system and thereby reduce staffing burden on the local areas. Local Workforce Investment Boards will continue to be utilized as local area experts in the establishment and refinement of the ETPL and related processes.

ETA has determined that this weaver is not needed. The process and procedures the State describes in its request align with the requirements in 20 CFR Sections 663.500 and 663.510(d).

The approved waivers are incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and are incorporated into the Unified

State Plan. A copy of this letter should be fired with the State's WIA Grant Agreement and with the approved Unified State Plan. In addition, as described in TEGL No. 29-11, the State should address the impact these waivers have had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your Unified State Plan for PY 2012 and beyond. Thank you for adopting the American tob Center brand; we are available to provide technical assistance as needed. If you have any questions related to the issues discussed above, please contact Thomas Dalton the Federal Project Officer for New Jersey, at 617-788-0113 or <u>Dalton.Thomas@dol.gov</u>.

Sincerely,

Lane Oates

Assistant Secre ary

Une Only

Enclosures

cc: Brenda Dann-Messier, Assistant Secretary for Vocational and Adult Education, U. S. Department of Education

George Sheldon, Acting Assistant Secretary for Administration for Children and Families, U. S. Department of Health and Human Services

Edward Anthony, Deputy Commissioner, Rehabilitation Services Administration, U.S. Department of Education

Audrey Rowe, Administrator, Food and Nurrition Service, U. S. Department of Agriculture

John Moran, Deputy Assistant Secretary, Veterans' Employment and Training Service Holly O Brien, Regional Administrator, U.F.A. Boston Regional Office Tom Dalton, Federal Project Officer for New Jersey

From: Horst, Michele (Michele.morst@dol.state.nj.us) Sent:

Wednesday, September 10, 1012 4:34 PM

To: Ollis, Christine - ETA

Cc: Dennis Bone; Wirths, Hal; Fichtner, Aaron R.; Clark, Mary Ellen; Stoller, Jeffrey;

Hutchison, Sheryl: Smith. T-ffacy; Dalton, Thomas - ETA; Rodriguez, Carmen - ETA

Subject: New Jersey - State Unified Workforce Investment Plan Submission

Ms. Ollis:

The New Jersey State Unified Workforce Investment Plan is being submitted for USDOL review and approval via website download. A link to NJ's Plan can be found on the homepage of the State link which will take you to the signed PDF copy of the Plan.

Furthermore, New Jersey certifies that that no changes will be made to the version of the Plan posted on the Web site after it has been submitted to the US Department of Labor.

Please confirm receipt of this communication and were able to access the Plan. If you should you have difficulties accessing the Plan, please contact Sheryl Hutchison at Sheryl.hutchison@dol.state.nj.us. Or 609-633-0605.

Please feel free to contact me with any additional questions or for information.

Respectfully,

Michele Horst

Michele E. Horst / Executive Director / State Employment & Training Commission (SETC)

Office: 609-633-0605 / Mobile: 609.575-2214 / mic sele horst a call state and

PO Eox 94C/Trenton, NJ 08625 www.njsetc.net

"Imagination is everything, it is the preview of life's coming attractions. - Albert Einstein



Date: December 3, 20, 2

State: New Jersey

Agency: State Employment and Training Commission (SETC)

NJ Department of Labor and Workforce Development (LWD)

Adult-Dislocated Worker Funds Transfer

Type of Request: Extension

Statutory and/or Regulatory requirements to be waiver!

New Jersey requests the continuation of the seaver of VAA Georgia 103(b)(4) to increase the allowable transfer amount between Adult and Dislocated in order transfer allocated to a local area. The requirement stipulates that a local board may transfer if such transfer is approved by the governor, not more than 20 percent of the funds abocated to full and Dislocated Worker employment and training. This waiver permits are increase in the attribute me State is allowed to transfer between Adult and Dislocated Worker funding streams. Under the waiver, transfer authority is limited to 50 percent.

Actions undertaken to remove state or local banders

There are no existing State or local statutory of regulatory barriers to implementation of this waiver request.

Goals and expected programmatic outcomes of waiver

This waiver provides increased itexiolity in allocating and expending WiA Adult and Dislocated Worker funds for local areas. The programmatic impact is the flexibility to channel resources to the population with the greatest need at that time, thereby providing a more efficient usage of available WIA tungs.

Individuals impacted by the waiver

Adults and Dislocated Workers engine for the program will be positively impacted by the waiver since local boards have greater flexibility to respond to the actual local area needs.

Process for monitoring progress in implementation

The State will monitor progress and ensure account ability for rederal funds in connection with these waivers by reviewing quarterly expenditure, penormance and other reports through regular contact with the ETA Regional Office liaisons and through its monitoring and performance accountability system. The Office of Performance Accountability which sits within the Office of Labor Planning and Analysis (LPA) conducts annual surveys of waiver usage to assess utilization and need. In addition, the Office of Performance Accountability conducts an annual review of all local areas to verify documentation or waiver usage. Waivers and their usage are discussed at regularly occurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Training Commission (SETO) and the New Jersey Department of Labor and Workforce Development in Apply.

Notice to affected local boards

The waiver requests, as part of the Draft New Jersey Unified Workforce Investment Plan, were vetted with local areas (Local Elected Officials, WIB Board Members, WIB Directors, and One-Stop Operators) through the public comment process. During the public comment period, local areas were directed to view and comment on the plan, including waiver requests by accessing the plan on the SETC website. Local boards and local area representatives were also invited to attend public comment forums where they could provide input. The SETC and LWD also jointly host regular meetings with WIB Directors and One-Stop Operators, and WIE Chairpersons, providing further opportunity for local area awareness and input regarding the waivers. From the commencement of the planning process, the importance and expertise that the Local Workforce Investment Boards in regards to the needs of their respective areas jobseekers and employers was viewed as critical to New Jersey's workforce innovations. Local "A"Es were singaged as the primary stakeholder focus groups for the plan development, which included discussions on the need for waivers.

Public Commer t

All waiver requests are included in Section N of the Draft New Jersey Unified Workforce Investment Plan 2012-2017, which was provided for public comment on the SETC website, www.njsetc.net. The public comment period (August-September 2012) preceded and approval of the plan by the SETC on September 11, 2012. In addition, New Jersey electronically sent out notice of the Plan and the public comment and ouncement to a statewide audience of internal and external stakeholder groups listed in the Appendices of the Plan. In-person feedback was solicited at three regional public comment forums. Written comments were submitted by altendees at these sessions. Public comment was also submitted by e-mail and letters. A Public Comment Summary is provided in the Appendices of the Unified State Plan. Only one comment was received regarding waivers: "I hope that, if necessary, the NJ Department of Labor would seek waivers from the federal government to make our state plan a model of comprehensiveness and inclusiveness for all stakeholders." As indicated in the public comment summary, this comment will be maintained for future consideration with regard to waivers.

Date: December 3, 20-2

State: New Jersey

Agency: State Employment and Graining at minister of Science

NJ Department of the control of the Author Obveingment (LWD):

Common Measures

Type of Request: Extension

Statutory and/or Regulatory requirements to be wriven

New Jersey requests the continuation of this waiter to allow the State to replace the 17 cerformance measures under WIA Section of the aid the continuation measures. This waiver permits the State to negotiate and report WIA outcomes against the decriment of the continuation of the continuation only rather from the performance measures described at WIA section (336b). The finally allowing the continuation of the continuatio

Actions undertaken to remove state or local barriers

There are no existing State or local statutory or regulatory barriers to implementation of this waiver request.

Goals and expected programmand outcomes or waive.

The waiver streamlines the performance recoming system, endouages system integration, and enables local areas to better focus on delivery of cus office services rather than costly administrative duties. The waiver permits local workforce areas to focus additional resources on training opportunities and regional workforce service strategies.

Individuals impacted by the waiver

This will continue the enhanced oversight and assessment of program effectiveness in New Jersey, which will benefit all individuals through improved programs and services.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for tederal funds in connection with these waivers by reviewing quarterly expenditure, penormance and other reports in rough regular contact with the ETA Regional Office liaisons and through its monitoring and performance accountability system. The Office of Performance Accountability which sits within the Office of Lacon Planning and Analysis (LPA) conducts annual surveys of waiver usage to assess utheation and need. In addition, the Office of Ferformance Accountability conducts an annual review of all local areas to varily documentation or waiver usage. Waivers and their usage are discussed at regularly occurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Training Commission (SETC) and the New Jersey Department of Labor and Workforce Development (LWD).

Notice to affected local boards

The waiver requests, as part of the Draft New Jersey Unified Workforce Investment Plan, were vetted with local areas (Local Elected Officials, WIB Board Members, WIB Directors, and One-Stop Operators) through the public comment process. During the public comment period, local areas were directed to view and comment on the plan, including waiver requests, by accessing the plan on the SETC website. Local boards and local area representatives were also invited to attend public comment forums where they could provide input. The SETC and LWD also printly host regular meetings with WIB Directors and One-Stop Operators, and WIE Chairpersons, providing further opportunity for local area awareness and input regarding the waivers.

From the commencement of the planning process, the importance and expertise that the Local Workforce Investment Boards in regards to the needs of their respective areas jobseekers and employers was viewed as critical to New Jersey's workforce innovations. Local WiBs were engaged as the primary stakeholder focus groups for the plan development, which included discussions on the need for waivers.

Public Comment

All waiver requests are included in Section N of the Draft New Jersey Unified Workforce Investment Plan 2012-2017, which was provided for public comment on the SETC website, www.njsetc.net. The public comment period (August-September 2012) preceded for all approval of the pian by the SETC on September 11, 2012. In addition, New Jersey electronically semiled, notice of the Plan and the public comment announcement to a statewide audience of internal and external stakeholder groups listed in the Appendices of the Plan. In-person feedback was solicited at three regional public comment forums. Written comments were submitted by a tendees at these sessions. Public comment was also submitted by e-mail and letters. A Public Comment Summary is provided in the Appendices of the Unified State Plan. Only one comment was received regarding waivers: "I hope that, if necessary, the NJ Department of Labor would seek waivers from the federal government to make our state plan a model of comprehensiveness and inclusiveness for all stakeholders." As indicated in the public comment summary, this comment will be maintained for future consideration with regard to waivers.

Date: Dobambar 0, 2011

State: New Jersey

Agency: State Employment and Training Commission (SETC),

NJ Department of Link or and Winking a Development (LWD)

Eligible Training Provider List (ETTL) solds (Enginetry Type of Request: Extension

Statutory and/cr Regulatory regularizers to be within a

New Jersey requests an extension of the way or or or provision at 20 CFP 660.550 that prescribes a time limit on the period of initial eligibility to treating providers. Under the waiver, the State is allowed to postpone the determination of subsequent agreed to reading providers. The maiver also allows the State to provide an opportunity for training providers to re-enroll and be considered smoled as initially eligible providers.

Actions undertaken to remove state or local particles

There are no existing State or local statutory or regulatory pamers to implementation or this waiver request.

Goals and expected programmatic outcomes of waiver

New Jersey requests an extension to the waiver for the State Employment and Training Commission (SETC), in conjunction with the COEI to promulgate rules that govern all aspects of implementation, maintenance and evaluation of the EIPL by and unique training trait appropriate guide lines are implemented for initial and subsequent approval for placement, on the EIPL by ending that appropriate guide lines are implemented for initial and subsequent approval for placement, on the EIPL and their respective training meets and job placement, needs. The State of New Jersey, Department of Labor and Workforce Development (LVD) remains fully commisted to the value of the EIPL and its implementation, maintenance and quality assurance as a means for ensuring customer choice and promoting appropriate, relevant and in-demand training. The additional time is needed to ensure that the information that the State will make available to the public is reliable, accurate, and equitable to clients and to training providers. This extension is needessely in order to promulgate and implement new rules governing the State's eligible training provider certification process, for placement on the Statewide ETPL, as required by 29 U.S.C. 2842 (Section 122 of V. A.

Individuals impacted by the waive-

Implementation of these regulations will swengthen all aspects of the delivery system for the provision of quality training which the State makes available to eligible recipients in order to strengthen New Jersey's workforce system and to enhance the overall economic nearth in alignment with the New Jersey's Unified Workforce investment Plan. The aTPL will contain reliable and complete information with which to determine initial and subsequent eligibility ic. cambing providers.

The ETPL is accessible by training providers through the Internet at <u>Aww.nitopps.org.</u> The list is maintained by the Center for Occupational Employment information (COEI).

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for federal funds in connection with these waivers by reviewing quarterly expenditure, parts mance and other reports tilrough regular contact with the ETA Regional Office liaisons and through its monitoring and performance accountability system. The Office of Performance Accountability which sits within the Office of Labor Flanning and Analysis (LPA) conducts annual surveys of waiver usage to assess utilization and need. In addition, the Office of Performance Accountability conducts an annual review of all local areas to verify documentation of waiver usage. Waivers and their usage are discussed at regularly occurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Fraining Commission (SETC) and the New Jersey Department of Labor and Workforce Development (LWD).

Notice to affected local boards

The waiver requests, as part of the Draft New dersey Unified Workforce Investment Plan, were vetted with local areas (Local Elected Officials, VVIB Board Members, VVIB Turectors, and One-Stop Operators) through the public comment process. During the public comment period, local areas were practed to view and comment on the plan, including waiver reducests, by accessing the clan on the SETC website. Local boards and local area representatives were also invited to attend public comment forums where they could provide input. The SETC and LWD also jointly host request meetings with VVIB Directors and One-Stop Operators, and WIB Chairpersons, providing future, copartionly to local area awareness and input regarding the waivers. From the commencement of the planting process. The importance and expensive that the Local Workforce Investment Boards in regards to the needs of the respective areas jobseekers and employers was viewed as critical to New Jersey's workforce innovations. Local VviBs were engaged as the primary stakeholder focus groups for the plant development, which not used discussions on the need for waivers.

Public Comment

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Espain Net 3, 2017 Date:

State Newsersey

Agency:

State Employment and Touring Details record to a Co. NJ Department of information of the or Development (IND).

Eligible Training Provider List (2019), Walland Children

Type of Request: Extension

Statutory and/or Flequiatory require element in harwards dis-

New Jersey requests an extension of the masser of the presentes a time limit on the period of initial eligibility for traiting not. Tiers. Under this waiver, the State is a lowed to postpone the determination of subsequent establishy of stational providers. The waiver also allows the State to provide an opportunity for training providers to research and occurred and occurred as initially official providers.

Actions undertaken to remove state of actual barriers.

There are no existing State or local statistics or requestory parties to implementation or this waiver request.

Goals and expected programmatic purport as of walver

New Jersey requests an extension to the waiver for the State Employment and Training Commission. (SETC), in conjunction with the CDEL to promutgate rules that govern all aspects of implementation, maintenance and evaluation of the E. P. by onsule, a rock appropriate autocilines are implemented for initial and subsequent approval for place stand on the Elling in cleasure mail plants of meserodining programs participate in quality programming to fund that respective training needs and job placement needs. The State of New Jersey, Department of Labor and Workforce Development (Lv+L) remains fully committed to the value of the ETPL and its implementation imaintanance and quality assurance as a means for ensuring customer choice and promoting appropriate. Allevand and it accented training. The additional time is needed to ensure that the information mat the State will make evaluable to die public is routine, about ate, and equitable to clients and to training providers. This extension is necessary to a delive promulgate and implement new rules governing the State's eligible training provider declinocation process, nor placement on the Statewide ETPL, as required by 29 U.S.C. 2342 (Section Library).

Individuals impacted by the waiver

Implementation of these regulations will strengthe train aspects of the delivery system for the provision of quality training which the State makes available to aliquoie ecopients in other to strengthen New Jersey's workforce system and to enhance the or stall economic health in anymment with the New Jersey's Unified Workforce investment Plan. The ET HE will contain reliable and complete information with which to determine initial and subsequent eligibility for training providers.

The ETPL is accessible by training provides a through the Internet at <u>asymptopps, and</u>. The list is maintained by the Center for Occupational Employment ("formation COP).

Process for monitoring progress in proper to fair a

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Notice to affected local boards

The waiver requests, as part of the Draft New Jersey Unified Workforce Investment Plan, were vetted with local areas (Local Elected Officials, who down his pasts, will be before, and One-Stop Operators) through the public comment process. But my the public comment period, local areas were directed to view and comment on the plan, including waiver recities is, as accessing the plan on the SETC website. Local boards and local area representatives were also invited to attend public comment forums where they could provide input. The SETC and LWD also norms, have require meetings with WiB Directors and One-Stop Operators, and WIB Chairpersons, providing futilities operating to coal area awareness and input regarding the waivers. From the commendement of the data of a problem of a supportance and expertise that the Local Workforce Investment Boards in regards to the netters of a supersective areas posseekers and employers was viewed as critical to New Jersey's workforce innovations. Local Withis were engaged as the primary stakeholder focus groups for the plan development within bounded discussions on the need for waivers.

Public Comment

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Date:

December 3, 2012

Stare

WELFELDINGS

Agericy:

State Employment and Frenche Comprise on (SETION)

TRIP popular in the production of the Popular ment of William

Requirement for Local Incentis a farence

Type of Request: New

Statutory and/or Hegulatory registers to the personal endeal

New Jersey is requesting a manual of manual control (6) a)(2)(b) (remaind 20 0.3% 655,200(e)) which requires the provision of incentive grants to local acreas.

Actions undertaken to remove state of open begins a

There are no enabling State or residence of the residence of the plant of taking a row waiver request.

Goals and expected programmand our pries in the ex-

The reduction to five percent in the whA altometric or Governor a Repair te finds restricts the state's ability to effectively fund and carried all of the magnified states workforce investment activities. The current funding level in the Governor's Reserve of a large and a local and activities are as

The state's reduced funds are being usen to cover the following required activities:

- Statewice support a true size of the original activities of the WIA program and local WIBs.
- Funding for the SETO (the State (view) to the local operation system planning, pulsey and performance oversight in support of VVA programs a to local VVBs.

Our goal in seeking this warver a note have the control to be placed and the see of the smorts. Reserve funds for the required additionable of the should be seen as a fundament of the workforce investment system.

Individuals implacted by the watter

This waiver will provide the state eget at well recreived accellity in directing Governor's Reserve funds to those activities that best preserve basis, androns of the statewide workforce investment system.

Process for monitoring progress in inside a least refer

The State will monitor progress and engure additional my for tederal funds in connection with these waivers by reviewing quarterly expanditure, performance and other reports brough regular contact with the ETA Regional Office liaisons and in rough as what complains performance addominability system. The Office of Performance Addominability which sits with more close of canout filtering and Analysis (LPA) conducts annual surveys of waiver usage to assist others on and neces, to a deman, the office of erformance Accountability conducts an annual neces, or as for tuness to very produmentation or waiver usage. Waivers and their usage are discussed at regularly roughlessed with W-B Directors and One-Stop Operators, hosted by the State Employment and maintain (SETO) and the New Jersey Department of Labor and Workfolde Development (E.Ma).

Notice to affected local boards

The waiver requests, as part of the Drant New Jewsey Conflict Workforce Investment Plan, were vetted with local areas (Local Elected Officials, WIS labeled idemoets, WIB Directors, and One-Stop Operators) through the public comment process. During the public comment period, local areas were directed to view and comment on the plan, including waiver requests, its accessing the plant on the SETC website. Local boards and local area representatives were wasconvited to should public pathologophy and provide input. The SETC and LWD also a high row with the local presentation. One Stop Operators, and

WIB Chairpersons, providing for the opportunity for total area awareness and input regarding the waivers. From the commencement of the diamino process, the importance and expense that the Local Workforce Investment Boards in regards to the needs of their respective areas jobseekers and employers was viewed as critical to New Jersey's workforce innovations. Local Wilds were engaged as the primary stakeholder focus groups for the plan development, which has true to a cossions on the need for waivers.

Public Comment

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Date: December 3, 2012

State: New Jersey

State Employment and Than up to annight of (S.170). Agency:

Ad Capataria of Lagon difference (CVD)

Incumbent Worker Training

Type of Request: Extension

Statutory and/or Requisfory regument exists a line with the New Jersey requests the continued and the New Jersey requests the New Jersey request the New Jersey requests the New Jersey request the New Jersey requests the New Jersey req portion of rocal funds to linear abs division of a carrier is

Actions undertaken to remove state or local permise.

There are no existing State of form scatteron or request, in castiers to implementation of this waiver request.

Goals and expected programmatic outcomes of war ex-

This waiver permits local area formula funding to be used for statewide activities, specifically incumbent worker training. Under this waiver, the Sharn is promitted to allow local areas to use up to 10 percent of local Dislocated Worker funds and up to 10 percent of love. Additionals for adjumbers worker training only as part of a layoff aversion scrategy. Tuse of Adult 2003 your restricted to serving lower income adults under this waiver. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the received local economies and leading accrities at WiA section 134(d) and the State is reduced to report rehandence instrumes for any main qual served under this waiver in the Workforce invesiment Act Standardized Record the secreting VMS Polyheld 309,

Individuals impacted by the warren

Individuals affected by this waivecare eleganded and this label with have greater opportunity for job retention and career advancement due to increased skills.

Process for monitoring progress in implementation.

The State will monitor progress and ensure account abuilty for redeval funds in connection with these waivers by reviewing quarterly expenditure, pendimands and other reports incorph regular contact with the ETA Regional Office liaisons and through its monitoring and performance accountability system. The Office of Performance Accountability which ses within the Office of Labor Planning and Analysis (LPA) conducts annual surveys of waiver usage to assess utilization and need. In addition, the Office of Performance Accountability conducts an annual Sylety of a higger probability volume magazeron of violities using a probability conducts an annual Sylety of a higger probability of violity and the probability conducts and annual Sylety of a higger probability of violity and the probability of the probability o Waivers and their usage are discussed at the phaney outlooking the stange with White Directors and One-Stop Operators, hosted by the State Employment and framer a commission acid? C) and the New Jersey Department of Labor and Workford Covercomant with

Notice to affected local boards

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groups for the plan development, which is abased to accessions to the need for waivers.

Public Comment

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Date: December 3, 2000

State New Jers A

Agency: State Employment for the base of the page 1851 and 1851 and 1861 a

MJ Department in Laboritors, No. 115 & Develop sem (LWD).

Employer Contributions for Ordano to a Training

Type of Request: Extension

Statutory and/or Regulatory Legal continues to the New Public New Jersey requests the continuation of the waiver of the required 50 palcon, employer contribution for the On-the-Job Training (OJT) as identified at W.A. 101(31)(B), to permit an increase in employer reimbursement for Lidit amough a sliding season based in the account make his investigation

Actions undertaken to remove stopp of foregoes sen-

There are no existing State or local statutory or the statutory partiers to implementation of this waiver request.

Goals and expected programmatic outdottes of waiver

By removing the requirement of a 50 parcent employer contribution towards, the cost of training to businesses with 100 or less en provees. Livy Cland local WIBs will be able to more effectively market WiA-funded OUT training to the private sector in support of building relations with employers in high demand, high growth industries. Allowing our lesses to apply the stiding scale to determine the contribution amount will increase panicipation in OJT programs at the local level.

Under the waiver. See following tumbursement amounts will be permitted: 1) up to 90 percent for employers with 58 or rewer employees, and 2) up to 75 percent or employers what 55-250 employees. For employers with more than 250 employees. The current statutory requirements too percent reimoursement) will continue to apply.

When determining the funding source on the problemining, the challend in the appropriate program. funds for the appropriate WIA-eligible population. The State and local area may provide on-the-job training to individuals 18 years of age or other vitter to the Add Adunds and must provide priority to low-income individuals when funds are limited; the State and burst area may alloyide on the job training to dislocated workers with WIA Dislocated Worker tungs. Cit-the good tarring produced with statewide aunds must serve WIA eligible individuals.

Individuals impacted by the waive:

Employers will benefit by having clause 2.3 at the mattered of the require. The specific goals to be achieved by the wards are sond, and solve the about C. WVD to respect to changes in employer and industry needs; 2. Increase control for program delivery; 3) increase employer/Board collaboration to address included, i.e., and with entraining 4) increase accountability for service providers; and 5) Provide greater flex or the designing and implementing WIA programs.

Process for monitoring progress in implementations

The State will monitor progress and ensure acook dability for federal funds in connection with these waivers by reviewing quarterly expenditure, performance and other reports through regular contact with the ETA Regional Office liaisons and through its monitoring and performance accountability system. The Office of Performance Accountability which sits within the Office of Labor Planning and Analysis (LPA) conducts annual surveys of waiver usage to assess utilization and need in addition, the Office of Performance Accountability conducts an annual review of all most areas to verify documentation of waiver usage. Waivers and their usage are discussed at regularly occurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Training Commission (SETC) and the New Jersey Department of Labor and Workforce Development (1970)

Notice to affected local boards

The waiver requests, as part of the Dratt New Jensey Unified Workforce Investment Plan, were vetted with local areas (Local Elected Officials, who poard Members, vViil Directors, and One-Stop Operators) through the public comment process. During the public continent period, local areas were directed to view and comment on the plan, including claiver expresses, by addressing the piece of the SETC website. Local boards and local area representatives violated accomment forums where they could provide input. The SETC and EWD also under high regular meetings with Viii Directors and One-Stop Operators, and WIB Chairpersons, providing further apportunity (2) local area awareness and input regarding the waivers. From the commencement of the partning process, the importance and expensive that the Local Workforce Investment Boards in regards to the needs of their respective areas jobseekers and employers was viewed as critical to New Jersey's workforce, there is spective areas jobseekers and employers was viewed as critical to New Jersey's workforce, there is needed as a critical to New Jersey's workforce, which is neclected as a critical to need for waivers.

Public Comment

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State Nethode ser

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Tatora Eliabright (1905) (1905) (1906

On-the-Job Training (GJT) has set here a rice of the Type of Request: Excension

Statution, and/or Revisions, tech reprinting providing the

New deasey requests the conference of the local management of the local structure of the local transfer of credential attainment opported to particularly opening a Chambillian franchic (1995).

Actions undertaken to remove stimum total particles. Therefore no implementation of this warver request.

Goals and expected programmal coutcomes of yeares.

This waiver provides local working on investment areas with preater tempfility and access to use of the OJT program without negatively hipselfing a color production and steinders is allows the training program design to be more responsive to employer and the employer and the employer and the solution as in the solution in the employer and the emp business or worksite. Editalinating the performance in educates reporting required onthor those participating in the OUT program encourages its the about another closes we effect on bearing order, well-bridge the waiver credential attainment data should shall be connected, and office of the state is Act Standardized Necord Database (WIASRD) item 616. In page a scooping of condensation condition from the complete contributed for each majoridual enrolled in on-the-loo training

Individuals impacted by the walver-

This waiver impacts adults, diskerated weathers, and et quite vooth who participate in the On the Job Training (OJT) program services.

Process for monitoring progress - lietuagments i p.

The State will monitor progress and across to accomplish the state will be accompanied and accompanied with mese waivers. by reviewing quarterly expenditure passes have a conscieptods desciptor egular contect with the ETA Regional Office haisons and insolutions in an indicator area serior mance accountability system. The Office of Performance Accountability without site, within our influence mayor mercang and Analysis (LPA) conducts annual surveys of waiver usage to assist a title and a mineral in addition, the Ohice of Perromance Accountability conducts an enrice (1900) of the control of voring accounternation of weiver usage. Walvers and their usage are discussed a legittary such and much right with Mid Directors and Che-Stop Operators, hosted by the State Employ is not and incoming Commission (SEFD) and the New Jersey Department of Labor and Workforce Development (LVID)

Notice to affected local boards

The waiver requests, as part or the Oran New Jersel Ungled Workloade Investment Plant were vetted with local areas (Local Elected Officials, MIS Board Memoers, WIE Directors, and One-Step Operators) through the public comment process. During the hubble of inner period, loop/ligreas were directed to view and comment on the plan, including visiver requests, impagessing the plan on the SETC website. Local boards and local area representatives were asso invited to assend public comment forums where they could provide input. The SETC and LWD also printly and regime of the atings with Will Directors and One-Stop Operators, and WIE Chairpersons, providing further opportunity to focus area owereness and input regarding the waivers. From the commencement of the planning process, the importance as o expertise, has the Local Workforce Investment Boards in regards to the needs of their respective areas jobseekers and employers was viewed as critical to New Jersey's workforce innovations. Local WIBs were engaged as the primary stakeholder focus groups for the plan development, which that idea a coassions on the need for waivers.

Public Comment

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Higher Hope to the Dates

State: 143w J65367

State Employment and Training Commission (SETC) Agency:

Ad Doparthood County of the same Development (EWE):

Youth ITAs

Type of Request: Extension

Statutory and/or hogolabily real familia to be solved

New Jersey is requesting an extension of this traffic count the process at around Ciffer 104.6 to on the use of Individual Training Accounts (PDF) for all server in the restriction of youth program participants. Under this waiver, the State can use ITAs for older youth on a one of-school youth program participants.

Actions to density the least state of the second of the se

Goals and expected programmetry before this make the

The goals of this waiver are as redouc-

- 1) To provide an additional leaving option that all inglights eased customer choice. With the availability of ITA's for older youth, more of these run tomars can arthropa educational and occupational goals. without the obditional harder of boxing to most adult or data area worker eligibility reducements.
- To remove the need for co-enrollment of placifiyouth addessing ITA's as adults or dislocated workers, eliminating duplicative paperwork and transfer requirements.
- C). To facts, reprovement in the emploiding action out prounce, puth to wards precing the federal mandare to expend 10 proportions community and the nonconfigure.

It is expected that the utilization consists of council at a his expected that the utilization consists a billity to meet or exceed performance goals for this political intermediate must continue to make the 10 youth program elements available as described a. With Section 1.25(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Individuals impacted by the waive.

The waiver will positively impact VCA eagible older yound. These customers will receive the type or services that most closely and quickly meet the colour divide appears a seds without unnecessary paperwork, tracking, and

Process for monitoring progress in Implicit at their

The State will monitor progress and and it applies to the formace and an appropriate term of the second contraction with these waivers. by reviewing guarterly expenditure, performance and other reports through regular contact with the ETA Regional Office liaisons and through its inunitoring and performance accountability system. The Office of Performance Accountability which is to which the Office of Labor Planning and Analysis (LPA) conducts annual surveys of waiver usage to assess utilizating and need, in addition, the Office of Performance Accountability conducts an annual review of all local areas to verify documentation of waiver usage. Waivers and their usage are discussed af regular, accurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Training Commission (SETC) and the New Jersey Department of Labor and Workforce Development (EMP)

Notice to affected local boards

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December 5 20 1 Date

SPW SSISKY State

Adender

state Ampayata a eminas optiones a temporific New Department of a participation of the board and a structure

Competitive Procurement on Apparating an Alements

Type of Requesc: Extension

Starare wand/or Requisions reel (an year to law that)

New Jersen is requesting a centrilisation of the lives of V//4 sension a 20 tensor quires mad providers of Youth program elements be selected and a contrasting man of the worker, it a State is permitted to allow its One-Stop Carear Camers or page or adendes to a reptile provide the large of youth product an elements of supporting pervices, follow-up sources, and while expensions in like a boards, as per third recurrements, have awarded grant, or contract, on a competitive basis based upnot the recommendations of the youth council and the orieria in the Sucreption and the orientation of the providers. These processes comply with CMB recognitions and profiled in 29 1 Fig. Parts 95.40-95.48 and 97.36.

Actions undertaken to remove state or local pages s

There are no existing State or local statutory or reautatory barriers to implementation of this waiver request. Goals and expected programmen in this phase of a liver

The goal or the warver is to allow the state recipion in a One-struction crovide mese services directly rather than through a service provider that has been competitively procured. Under this waiter, the local workforce areas, with the consent and panicipation of and infouen the One-Stop Operator, would be allowed to waive the requirement for competitive produrement of service providers and or activiprovice the following three (3) youth program elements - supportive & Avideo, tollow ou self des, and will expenence - in order to ensure condinate of your services.

Individuals impacted by the way co

Individuals affected by this warms are engine industrial to are being appropriately served under WIA Title I in order to receive greater assistance was visible used inclining and a hologener, programs.

Process for monitoring process in incrementation

The State will monitor progress and adminimum account the gradination funds in connection with these waivers by reviewing quarterly expenditure, performance and other reports unrough regular contact with the ETA Regional Office liaisons and through its intendential and performance accountability system. The Office of Performance Accountability which sits within the contactor Planning and Amarysis (LPA) conducts annual surveys of waiver usage to a worse attended and aspect in authority by the Office of Performance Accountability conducts an annual review of a Popel areas to verify continuouslation or watver usage. Waivers and meir usage are bisdussed at legalitary our upong meditings with from Directors and One-Stop Operators, hosted by the Chare County has a second region of County (Chare Chare) and the New Jersey Department of Labor and Workfolds (1827) per add (2010).

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critical to New Jersey's workdored innoval onside the valids were engaged as the primary stakeholder focus groups for the plan development, which is because the described below the need for waivers.

Public Comment

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Date: Uecombili L. 20, iii

State New Jessey

Agents in the Sister State of the Sister Agents and the Sister Agents of the Sister Agents and the Agents and the Sister Agents and

NJ Department of an octor, Valleton, Development (LWD)

LONG WINDS FRU 5750

Type of Reducing New

Statutory and/or Required to a second of the volume

I'vew Jersey requests a new manual or \$457, the 635.500, d63.500 (d) requiring local board recruitment and application of new fraining provedures to the following of the second control of the second

Actions undertaken to remove state in a language with the

There are no existing State is took at literations or objudatory parmos to implementation or this waiver sequest.

Goals and expected problem mattern thomas, if Aleran

decemination system (AU) Care the transport of the army reads online FTPL registration and eligibility decemination system (AU) Care the transport of heading random on me local areas to manage locally what can be completed stationide. This worker which allow becampeards that locality new potential training providers to utilize an established station and random resources to duplicate an established property.

The second of the second of the second

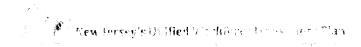
Local Boards will continue in the unboards of the expect of the establishment and remement of the ETPL and related processes. To out it best of seven in cent argeted focus groups and origoing ETPL task forces, local areas with lave as oppositivity to provide input into the statewide policies and protocols.

Process for monitoring products in a place of age of

Fine State. Notified progress and a lattice of the temperate funds of connection with these waivers by reviewing quarterly expenditure, performance and other reports through regular contact with the ETA Regional Ciffic halakins and impugn its motificing and performance accountability system. The Office of Performance accounts sitty which sits within the Office of Labor Planning and Analysis (LPA) conducts an idea surveys of waiver usage to assess utilization and need, in addition, the Office of Performance accounts sitty conducts an annual reliew of all local areas to verify documentation or waiver usage. The version in the usage are discussed at regularly occurring meetings with WIB Directors and One-Stop Operators, hosted by the State Employment and Training Commission (SETC) and the New Jersey Department of Labor and Workforce Development (LWD).

Notice to affected local boar is

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Local boards and local area representatives were also invited to attend bublic comment forums where they could provide input. The SETC and EVVD also jointly host regular meetings with WIB Directors and One-Stop Operators, and VViB Champersons, providing further opportunity for local area awareness and mout regarding the walters of one the countries of the planning process, the importance and expertise that the Local Vibrations of the local includes of their respective areas posseekers and employers was viewed as official to like weetsety's workforce innovations. Local WIBs were engaged as the primary stand but across of the plan development, which included the approximations of the local to the plan of the local to the plan of t

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Public Comment

All waiver requests are included. Section for of the Draft New Jersey Unitied Workforce Investment Plan 2012-2017, which was provided for piblic or consolerations. The public comment period (August-Section at 2000 and addition, new Jersey electronically sent out notice of the Plan and the public comment announcement to a statewide audience of internal and external stakeholder groups listed in the Appendices of the Plan Insperson feedback was noticited at three regional public comment forums. Written comments were sent tred in additional treatment and letters. A Plan John sent audience of the Plan Insperson feedback was noticited at three regional public comment forums. Written comments were sent tred in additional treatment and letters. A Plan John sent audience at these sessions. Public comment was a so submitted by e-mail and letters. A Plan John sent additional appropriate that it necessary, the NJ Department of promotion and the public comment was repeated region of power intent to make our state plan a model of comprehensiveness and inclusiveness for all makeholders. As indicated in the public comment summery, this comment will be maintained for auture consideration with regard to waivers.